

# Empowering Senior Higher Education Leaders in Developing an Equitable Research Ecosystem: A Workshop

**Board on Higher Education and Workforce**

**Roundtable on Mentorship, Well-being, and Professional Development**

**TUESDAY, APRIL 30, 2024**

**Virtual and In-Person – Ambassador Ballroom**

*Washington Duke Inn and Golf Club (3001 Cameron Blvd, Durham, NC 27705)*

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**8:30 – 9:00 AM ET**

## **CONTINENTAL BREAKFAST**

**9:00 – 9:05 AM ET**

### **Welcome from the Spring Workshop Co-Chair**

- [Anita H. Corbett, PhD](#)  
Samuel C. Dobbs Professor of Biology and Senior Associate Dean for Research  
Emory College of Arts and Sciences

**9:05 – 9:15 AM ET**

### **Welcome from the Spring Workshop Co-Host (Duke University)**

- [Vincent E. Price, PhD](#)  
President and Walter Hines Page Professor of Public Policy and Political Science, Sanford School of Public Policy and Trinity College of Arts and Sciences  
Duke University
- [Alec D. Gallimore, PhD](#)  
Provost and Chief Academic Officer  
Alfred J. Hooks E '68 Distinguished Professor  
Duke University

**9:15 – 9:35 AM ET**

### **About the Roundtable on Mentorship, Well-being, and Professional Development**

- [Sherilynn Black, PhD](#)  
Associate Vice Provost for Faculty Advancement and Assistant Professor of the Practice of Medical Education  
Duke University

- [Kimberly A. Griffin, PhD](#)  
Professor and Dean of the College of Education  
University of Maryland

**9:35 – 10:05 AM ET**

### **Interactive Breakout Session**

THEME: *Finding Your Moment: Identifying and Addressing Challenges & Barriers*

At this time, participants will work in small groups to identify a specific topic that can advance the broader goals of their organization regarding mentorship, well-being, and/or professional development. They will also begin to discuss challenges and barriers with their colleagues. During the course of the workshop, participants will work to develop the draft of an actionable plan.

**10:05 – 10:15 AM ET**

### **Breakout Reflections**

**10:15 – 10:45 AM ET**

### **Lightning Talks**

Selected talks (~7 minutes each) from individuals who have addressed challenges and barriers related to mentorship, well-being, and/or professional development.

- [Cynthia N. Fuhrmann, PhD](#)  
Associate Professor, RNA Therapeutics Institute and Biochemistry and Molecular Biotechnology  
UMass Chan Medical School
- [Sharon Milgram, PhD](#)  
Director, Office of Intramural Training and Education (OITE)  
National Institutes of Health (NIH)
- [Christine Pfund, PhD](#)  
Senior Scientist, Wisconsin Center for Education Research and Director, Center for the Improvement of Mentored Experiences in Research (CIMER)  
University of Wisconsin-Madison

**10:45 – 11:00 PM ET**

### **MORNING BREAK**

**11:00 – 11:45 AM ET**

### **FRAMING PRESENTATION – Connecting Equitable Access and Inclusive Climate: The Roles of Organizational Culture and Learning**

- [Julie R. Posselt, PhD](#)  
Professor of Education; Executive Director, Center for Enrollment Research Policy and Practice; and Associate Dean, Graduate School  
University of Southern California

**11:45 AM – 12:20 PM ET**

**Interactive Breakout Session**

THEME: *Developing Your Strategy: Determining Approaches and Collaborators that Can Support Your Action Plan*

At this time, participants will work in small groups to identify partners and allies that can support the topic that they are developing for their draft action plan. Participants should also consider specific ways in which they can collaborate with these partners and allies to advance their action plan.

**12:20 – 12:30 PM ET**

**Breakout Reflections**

**12:30 – 1:30 PM ET**

**NETWORKING LUNCH**

**1:30 – 2:15 PM ET**

**KEYNOTE ADDRESS – Leadership: The Adaptive Framework**

- [Ronald Heifetz, MD, MPA](#)  
Hussein Bin Talal Senior Lecturer in Public Leadership  
Harvard Kennedy School

**2:15 – 2:45 PM ET**

**Facilitated Group Discussion**

**2:45 – 3:00 PM ET**

**AFTERNOON BREAK**

**3:00 – 3:30 PM ET**

**Lightning Talks**

Selected talks (~7 minutes each) from individuals who have effectively created and/or utilized approaches that have led to successful programs, as well as lessons learned from failed interventions in the areas of mentorship, well-being, and/or professional development.

- [Laura Palucki Blake, PhD](#)  
Assistant Vice President of Institutional Research and Effectiveness  
Harvey Mudd College
- [Sara Xayarath Hernández, MRP](#)  
Associate Dean for Inclusion and Student & Faculty Engagement, Graduate School  
Cornell University
- [Louis J. Muglia, MD, PhD](#)  
President and CEO  
Burroughs Wellcome Fund

**3:30 – 4:30 PM ET**

**Interactive Breakout Session**

THEME: *Taking Action: Finalizing Your Plan*

At this time, participants will work in small groups to synthesize the draft of their action plan. This will include assuring that the topic to be addressed has defined parameters and includes, but is not limited to, objective(s), desired outcome(s), challenges/barriers, approach, resources, and stakeholders/collaborators.

**4:30 – 4:45 PM ET**

**Breakout Reflections**

**4:45 – 5:00 PM ET**

**Workshop Reflection and Synthesis**

- [Hironao Okahana, PhD](#)  
Assistant Vice President and Executive Director  
Education Futures Lab  
American Council on Education (ACE)

**5:00 PM ET**

**ADJOURN**